

Exhibit B

to Defendants' Notice of Removal

Filed Charge of Discrimination

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

436-2016-00390

South Carolina Human Affairs Commission

State or local Agency, if any

and EEOC

Name (indicate Mr., Ms., Mrs.)

Ms. Andrea F. James

Home Phone (Incl. Area Code)

(803) 407-9154

Date of Birth

07-12-1971

Street Address

City, State and ZIP Code

113 Chadford Circle, Irmo, SC 29063

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

RICHLAND COUNTY RECREATION COMMISSION

No. Employees, Members

201 - 500

Phone No. (Include Area Code)

(803) 741-7272

Street Address

City, State and ZIP Code

7473 Parklane Road, Columbia, SC 29223

RECEIVED

DIRECTOR

Name

No. Employees, Members

Phone No. (Include Area Code)

FEB 08 2016

Street Address

City, State and ZIP Code

EEOC

Greenville Local Office

Greenville, SC

DISCRIMINATION BASED ON (Check appropriate box(es).)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

04-01-2014

01-06-2016

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY GENETIC INFORMATION
 OTHER (Specify)

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s):

I have worked for Respondent since July 2011 and have been promoted to Division Head of Finance (CFO). During my tenure, I have performed my duties satisfactorily. I am an African American female.

Beginning in 2014, I was subjected to sexual comments and advances by Mr. James Brown III (Executive Director). I engaged in protected activity by complaining to Mr. David Stringer (HR Director). Mr. Brown III has retaliated against me by routinely threatening to fire me since that initial complaint. In December 2015, Mr. Brown III moved my department from Ms. Kenya Bryant's supervision to his own. Mr. Brown III threatens to fire me as a result. I once again file a complaint with Mr. David Stringer (HR Director). On January 6, 2015, Mr. Brown III called an unscheduled staff meeting after my complaint to HR. Mr. Brown III states that he has promoted my peer to a newly created Chief of Staff position. Mr. Brown III stated that this new person is a "punisher" and will enjoy punishing me.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

4/6/16 *Andrea F. James*

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

Linda J. Denby

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Andrea F. James

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)

February 4, 2016

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CHARGE OF DISCRIMINATION		Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	Agency(ies) Charge No(s): 436-2016-00390
<p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p> <p>South Carolina Human Affairs Commission</p> <p><i>State or local Agency, if any</i></p>		and EEOC	
<p>I feel that I have been discriminated against in violation of Title VII of the Civil Rights Act of 1964, as amended as it pertains to my Sex (Female) and Retaliation.</p>			

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I declare under penalty of perjury that the above is true and correct.</p>		<p><i>NOTARY – When necessary for State and Local Agency Requirements</i></p> <p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>
Date	Charging Party Signature	